

Exhibit P

Employee Information

Job Details Overview	
Employee Name:	Kim King Macon
Employee ID:	265720
Job Title:	Care Coordinator
Job Profile	211037 - Care Coordinator
Company:	Centene Management Company LLC
Employee Type:	Regular
Time Type:	Full time
Hire Date:	Mar 11, 2019
Original Hire Date:	Mar 11, 2019
Termination Date:	Jul 23, 2019
Years of Service:	0.37
Time in Position:	0.36
Work Email:	kim.s.kingmacon@arkansastotalcare.com

Contact Information

Home Address	Home Phone Number	Work Address
1724 Garfield Ct Little Rock, AR 72204 United States of America	81350	Various Various, AR 99999

Priority	Emergency Contact	Relationship	Preferred Language	Primary Contact Information	Alternate Contact Information
1	Marvin Macom	Spouse		+1 5094	
2	Carolyn King	Parent		+1 6606	

If no data populates - No Data Available

Compensation

Total Salary & Allowances	Total Base Pay	Currency	Frequency
39,280.51	39,280.51	USD	Annual

If no data populates - No Data Available

Pay Change History

Effective Date	Reason	Change Amount	Base Pay - Proposed
Jun 23, 2019	Merit > Merit > Base Increase	280.51	39,280.51
Mar 11, 2019	Hire Employee > Hire Employee > New Hire	39,000.00	39,000.00

If no data populates - No Data Available

Bonus & One Time Payments

Effective Date	Reason	Actual Amount
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If no data populates - No Data Available

Merit

Effective Date	Reason	Actual Amount	Change Amount	Total Salary Current
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If no data populates - No Data Available

Job History

Effective Date:	Jul 24, 2019
Position:	P168606 Care Coordinator - Kim King Macon (265720)
Process - Job Change Reason:	Terminate: Kim King Macon (265720)
Job Change Reason:	Terminate Employee > Involuntary > Gross Misconduct
Supervisory Organization:	Supervisor, Med Management (Non-Clinical) (Shantonio Elliott (266280))
Company:	
Cost Center:	
Department ID:	
Worker Type:	Regular
Job Profile (based on effective date):	211037 - Care Coordinator
Job Title:	Care Coordinator
Location:	Remote-AR (-10)
Scheduled Weekly Hours:	40

Effective Date:	May 19, 2019
Position:	P168606 Care Coordinator - Kim King Macon (265720)
Process - Job Change Reason:	Data Change: Kim King Macon (265720)
Job Change Reason:	Terminate Employee > Involuntary > Gross Misconduct
Supervisory Organization:	Supervisor, Med Management (Non-Clinical) (Shantonio Elliott (266280))
Company:	
Cost Center:	
Department ID:	
Worker Type:	Regular
Job Profile (based on effective date):	211037 - Care Coordinator
Job Title:	Care Coordinator
Location:	Remote-AR (-10)
Scheduled Weekly Hours:	40

Effective Date:	Mar 11, 2019
Position:	P168606 Care Coordinator - Kim King Macon (265720)
Process - Job Change Reason:	Hire: Kim King Macon (265720)
Job Change Reason:	Terminate Employee > Involuntary > Gross Misconduct
Supervisory Organization:	Manager, Medical Management Operations (Lauren Grounds (262094))
Company:	

Job History

Cost Center:	
Department ID:	
Worker Type:	Regular
Job Profile (based on effective date):	211037 - Care Coordinator
Job Title:	Care Coordinator
Location:	Little Rock - One Allied Dr (AR Total Care)(10412)
Scheduled Weekly Hours:	40

If no data populates - No Data Available

Job Profile

Date:	Jul 24, 2019
Reason:	Terminate: Kim King Macon (265720)
Job Profile:	Care Coordinator
Job Change Reason:	Terminate Employee > Involuntary > Gross Misconduct
Job Profile Name:	Care Coordinator
Job Code:	211037
Job Profile Summary/ Education/ Experience:	<p>Position Purpose: Provide specialty service care coordination to beneficiaries. Ensure appropriate services are delivered by specialty providers and ensure continuity of care across services. Responsible for the total care plan, encompassing all services and plans related to beneficiaries. Provide case management complying with Conflict Free Case Management rules.</p> <p>Education/Experience: High school diploma or equivalent. Bachelor's degree in social science or health-related field or 1+ years of experience caring for developmentally or intellectually disabled or behavioral health clients.</p> <p>License/Certification: Valid driver's license and automobile insurance.</p> <p>For PA Health & Wellness Plan: High school diploma or equivalent. 1+ years of experience working in a Managed Care Organization or Healthcare organization.</p>
Management Level:	15 Individual Contributor
Job Family:	Med Management Health Plans
Job Category:	Non-Officer
Job Classification:	5 - Administrative Support Workers (EEO-1 Job Categories-United States of America)
Responsibilities	
Responsibility:	<p>Provide health education and coaching to members tailored to issues identified within treatment and service plans</p> <p>Coordinate with various healthcare providers for diagnostics, ambulatory care, and hospital services</p> <p>Assist members with social determinants of health including access to exercise and healthy food</p> <p>Promote activities focused on the health of a patient and their community, including without limitation outreach, quality improvement, and patient panel management</p> <p>Coordinate community-based management of medication therapy</p>
	If no data populates - No Data Available
Date:	May 19, 2019
Reason:	Data Change: Kim King Macon (265720)
Job Profile:	Care Coordinator
Job Change Reason:	Data Change > Data Changes > Change Location
Job Profile Name:	Care Coordinator
Job Code:	211037

Job Profile

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	If no data populates - No Data Available
Date:	Mar 11, 2019
Reason:	Hire: Kim King Macon (265720)
Job Profile:	Care Coordinator
Job Change Reason:	Hire Employee > Hire Employee > New Hire
Job Profile Name:	Care Coordinator
Job Code:	211037
Job Profile Summary/ Education/ Experience:	<p>Position Purpose: Provide specialty service care coordination to beneficiaries. Ensure appropriate services are delivered by specialty providers and ensure continuity of care across services. Responsible for the total care plan, encompassing all services and plans related to beneficiaries. Provide case management complying with Conflict Free Case Management rules.</p> <p>Education/Experience: High school diploma or equivalent. Bachelor's degree in social science or health-related field or 1+ years of experience caring for developmentally or intellectually disabled or behavioral health clients.</p> <p>License/Certification: Valid driver's license and automobile insurance.</p>
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Job Profile

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	If no data populates - No Data Available

Job and Position History from Previous System

JobHist Effective Date	Reason	Description
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If no data populates - No Data Available

Compensation History from Previous System

Effective Date	Reason	Amount	Frequency	Change Amount	Description
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If no data populates - No Data Available

Certifications

Certification Name	Certifier or Issuer	Issued Date	Expiration Date
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If no data populates - No Data Available

Reviewed Documents

Document	Effective Date	Signature Type	Signer/s	Signature Date	Signature Statement
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If no data populates - No Data Available

Generated Documents

Document	Signature Type	Signer/s	Signature Date	Signature Statement
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If no data populates - No Data Available

Career Training

Training Name	Training Type	Completed On	Description
Compliance: General Compliance & Business Ethics Training	Web Based	Jul 16, 2019	This course will help employees understand compliance requirements and apply related concepts in their daily roles. The training will reiterate that all employees have an obligation to immediately report anything that may be a questionable practice. Employees will be asked to attest that they have read, understand, and agree to abide by Centene Corporation's Business Ethics & Code of Conduct Policy.
ARTC: Care Coordinator Training	Classroom	Jun 27, 2019	Two-day refresher training for Care Coordinators with Arkansas Total Care. During this training, care coordinators will be introduced to the PASSE model of care, their roles and responsibilities and best practices to support our members and their families.
ARTC: Care Coordinator Training	Classroom	Jun 27, 2019	Two-day refresher training for Care Coordinators with Arkansas Total Care. During this training, care coordinators will be introduced to the PASSE model of care, their roles and responsibilities and best practices to support our members and their families.
ARTC: Care Coordinator Training	Classroom	May 15, 2019	Two-day refresher training for Care Coordinators with Arkansas Total Care. During this training, care coordinators will be introduced to the PASSE model of care, their roles and responsibilities and best practices to support our members and their families.

Career Training

Training Name	Training Type	Completed On	Description
Centene SECURE: Security Awareness Essentials	Web Based	Apr 18, 2019	This security awareness training course covers key security best practices end users should follow so they can prevent, detect, and respond to information security threats. It is designed to cover all of the essential topics in approximately 35-40 minutes, such as, password management, identity theft, malware, social engineering, phishing, spear phishing, physical security, Business Email Compromise (BEC), travel safety, mobile data, privacy and acceptable use. Course Duration: 35-40 mins. Recurring users may test out of sections they are familiar with using the exam at the beginning of the course. Users with disabilities who require assistance completing this training should request accommodations at Centene.SECURE@Centene.com Users with disabilities who require assistance completing this training should request accommodations at Centene.SECURE@Centene.com
APEX: Igniting Leadership Talent Multiplier	Web Based	Apr 16, 2019	<p>In this course, you will explore Centene's leadership model pillar Talent Multiplier, which includes building a personalized leadership action plan to ensure your continued success in being a Talent Multiplier Leader.</p>
Email Retention Training 2.0	Web Based	Apr 15, 2019	Upon completion of the course, participants will be able to: Locate Email Retention Policy Identify which email to retain and how long; and demonstrate how properly retain email
Centene Employee Handbook	Document Based	Apr 11, 2019	Employees are provided access to the handbook as a tool to support their career. Employees are expected to know and abide by the Centene policies outlined in this handbook and on CNET.
EmpCenter Time Reporting Training for Employees	Web Based	Apr 11, 2019	The purpose of this course is to acquaint you with EmpCenter, the official Centene timekeeping system. This is an online video that will walk you through how to clock in and out, request PTO, Vacation, and Sick time. It will also cover topics such as modifying your timesheet, viewing the results of your timesheet, amending a previous timesheet, policies, and many others. This training only lasts about 10 min.
Compliance: Privacy and Confidentiality Training	Web Based	Apr 11, 2019	This mandatory training course will assist employees in complying with applicable privacy rules, regulations and requirements. The course will also help employees apply concepts to their role. The course will cover defining the term data privacy, recognizing key data privacy regulations, demonstrate how to safeguard and protect confidential information and describe your role in recognizing and reporting data privacy incidents.
Administrative Firewalls Training Final V3	Web Based	Apr 11, 2019	<p>Centene Corporation has established policies, procedures, and safeguards designed to manage the confidential Information of external customers and prevent the inadvertent disclosure or misuse of such information. This course will help you to understand the administrative firewalls designed to protect confidential information, recognize your role and responsibility in safeguarding this information, and identify the procedures for reporting known or suspected breaches of confidential information within Centene.</p>

Career Training

Training Name	Training Type	Completed On	Description
Compliance: Gifts, the Workplace, and You Training	Web Based	Apr 10, 2019	<p>The purpose of this training course is to assist you in becoming more familiar with applicable policies and procedures regarding giving and receiving gifts in the workplace. Our compliance with these policies and procedures helps reduce risk to the Company and protects our business integrity.</p>
Compliance: Conflict of Interest Training Course	Web Based	Apr 10, 2019	
Compliance: General Compliance and Business Ethics Training	Web Based	Apr 8, 2019	<p>This course will help employees understand compliance requirements and apply related concepts in their daily roles. The training will reiterate that all employees have an obligation to immediately report anything that may be a questionable practice. Employees will be asked to attest that they have read, understand, and agree to abide by Centene Corporation's Business Ethics & Conduct Policy.</p>
Inclusive and Responsible Workplace Training	Web Based	Apr 5, 2019	<p>Inclusive and Responsible Workplace Training</p>
Customer Service Skills: Quick Tips - Verifying Primary Care Physicians (PCP)	Web Based	Mar 28, 2019	This is a quick course on the importance of verifying callers' primary care providers.
Customer Service Skills: Quick Tips - Thanking the Caller	Web Based	Mar 28, 2019	A quick guide on how call center agents can better thank the caller. There is no audio with this module.
Customer Service Skills: Quick Tips - Promoting Web Options	Web Based	Mar 28, 2019	A quick guide on how call center agents can promote web options over the phone. There is no audio with this module.
Customer Service Skills: Quick Tips - HIPAA Verification	Web Based	Mar 28, 2019	An overview of the HIPAA verification process for call center agents. There is no audio with this module.
Compliance: Fraud, Waste and Abuse Annual Training	Web Based	Mar 27, 2019	Compliance: Fraud, Waste and Abuse Annual Training
Records and Information Management Training 2.0	Web Based	Mar 26, 2019	This course will provide an overview of records management and show you how to tell the difference in records from non-records
Customer Service Skills: Quick Tips - Displaying a Willingness to Assist	Web Based	Mar 21, 2019	This course is a quick guide on the how and why to display a willingness to assist. There is no audio with this module.
Customer Service Skills: Quick Tips - Expressing Empathy	Web Based	Mar 21, 2019	This module is a quick guide on how call center agents can better express empathy to callers. There is no audio with this module.
Centene Chat: Introducing Chat Option for Members - Procedures and Best Practices	Web Based	Mar 21, 2019	Introduction to chat, procedures and best practices

If no data populates - No Data Available

Performance Review - Completed

Review Category	Review Category	Start Date	End Date	Overall Rating - Manager
Disciplinary Action	Performance Improvement (PIP)	Jul 10, 2019	Sep 10, 2019	

If no data populates - No Data Available

Disciplinary Action

	Performance Improvement (PIP)
Performance (United States of America)	Review - Start Date
	Jul 10, 2019
	Review - End Date
	Sep 10, 2019
Manager Acknowledgement	Employee Acknowledgement
Comment	Comment
Entered By	Entered By
Shantonio Elliott (266280)	Kim King Macon (265720)
Date Initiated	Date Initiated
Jul 18, 2019 12:01 PM	Jul 17, 2019 10:02 PM
Overview	Overview
The following have been identified as gaps in your performance:	You are expected to meet the requirements of this Performance Improvement Plan and consistently maintain performance at an acceptable level on an ongoing basis. Failure to do so may result in further disciplinary action up to and including termination of employment. The following standards are expected of you in the future:
Attendance Misuse of PHI Unprofessionalism (Business Ethics and Code of Conduct) Performance	<p>Since initial start date in March you been tardy to work 49 times. (Policy CC.HUMR.15) In addition you have also been tardy to numerous face-to-face meetings at Profiles in Conway.</p> <p>Kim has continuously displayed a lack of professionalism. (Policy CC.COMP.00) One example includes an email from her personal email containing PHI. (Policy CC.COMP.04) Regarding performance Kim repeatedly fails to turn in required reports and documentation after required deadlines or not at all.</p> <p>Arkansas Total Care office hours are 8:00am – 5:00pm Monday – Friday. The expectation is that you arrive at work and member appointments in a timely fashion and always conduct yourself in a professional demeanor. Employees should only send emails through Centene secure network. It is expected for all employees to meet all assigned deadlines and metric as provided by the ARTC Leadership Team.</p>

If no data populates - No Data Available